



Global Healthy Workplace Award

We are TCS

A global IT services, consulting, and business solutions leader, partnering with the world's leading businesses in their transformation journeys for over 50 years.

TCS is a part of the Tata group,
India's largest multi-national business conglomerate.



FY24

\$27.9 billion

Revenue



615,318

Employees



154

Nationalities



35.8%

Women in Workforce



12.7 million

Learning Hours Logged





At TCS, our commitment to wellbeing goes beyond just programs and policies. It is about creating a culture where everyone feels seen, heard, and valued. Where everyone can bring their authentic selves to work and feel supported in their roles.

We know that when one feels their best, one does their best.

The wellbeing of an organisation depends on the wellbeing of its people, and together we continue to build a healthier, happier TCS. ”

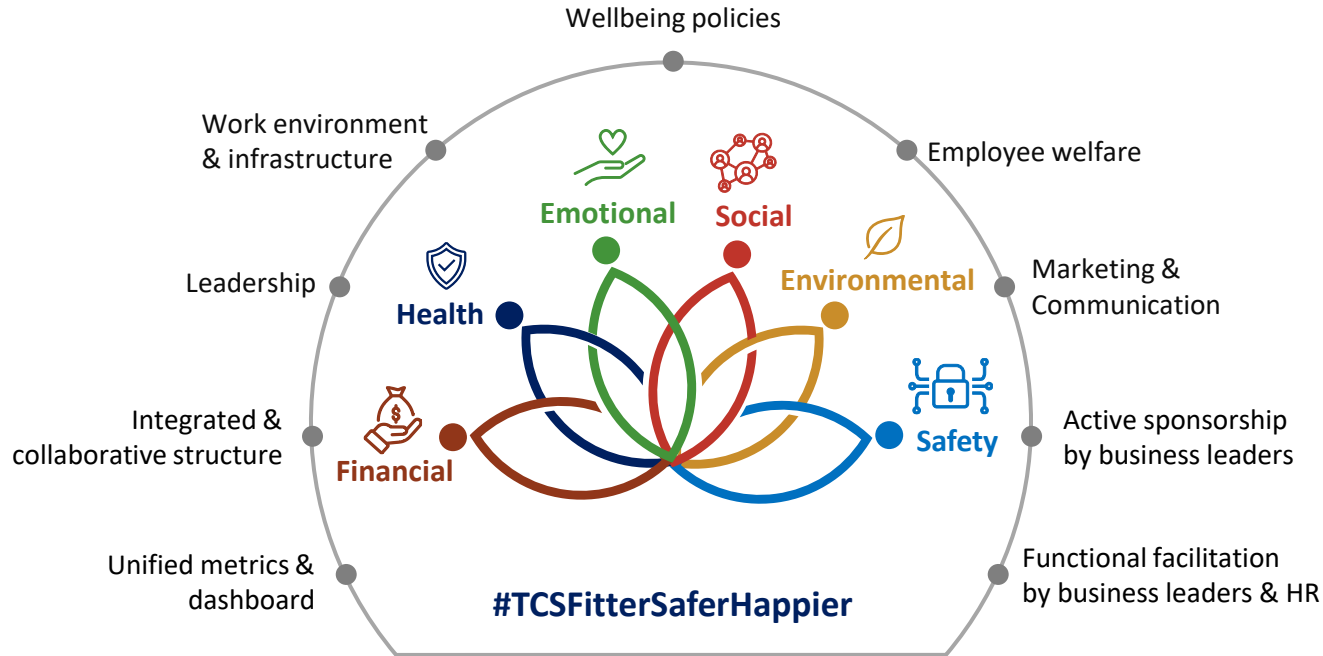
– K Krithivasan, CEO & MD, Tata Consultancy Services



TCS Wellbeing

Belief Statement :

Safety & Wellbeing are fundamental rights and a shared responsibility.



TCS Wellbeing Operational Framework

Enables TCSers to lead an enriched life through holistic wellbeing.

Diverse Needs Focus

- Universal
- Differently abled
- Chronic physical health
- Chronic/severe mental health
- Access in different languages
- Sensitivity to different cultures

Needs Estimation Funnel

- Crisis management team
- HR connects
- Medical helpline
- Wellbeing mailbox
- Branch safety leaders
- Manager & peer referrals

**Proactive & facilitative approach
to address needs**



TCS Wellbeing

#TCSFitterSaferHappier

Collaboration & Amplification

- HR
- Wellbeing & Welfare teams
- D&I team
- Marketing communications team
- Social collaboration team
- Talent development team

More connects, more impact!

Support & Awareness Channels

- 24*7 counselor helpline
- Experts: Doctors, psychiatrists, nutritionists, physiotherapists
- Webinars & podcasts
- Mailers, chats, blogs & stories
- Radio Maitree

360° approach to wellbeing

Highlights



TCS Fit4life

56M distance in Kms with 187K participants



TCS Yoga

157K total participation



TCS Cares

215 Lives saved through a robust psychological safety framework



TCS Maitree

200K+ participation with 4416 events



Health & Wellness

1.5M Lives covered



TCS Safety First

499K+ lives touched with 1050+ initiatives and a network of 55K Safety Champions



TCS EHSE

More than 50K associates engaged in ergonomic activities



TCS Empowers

Achieved 5.9M Hope Hours

TCS Fit4Life – Building a Fit and Productive Workforce

56M

Distance in kms (112% of target 50 M kms)

774K

Distance in kms (from 1019 families)

91K

Knome Members

210K

Pledged Associates

187K

Active Associates (94% of target 200K associates)

31K

Mobile App Users



▲ Let's Paint TCS - 15K participation

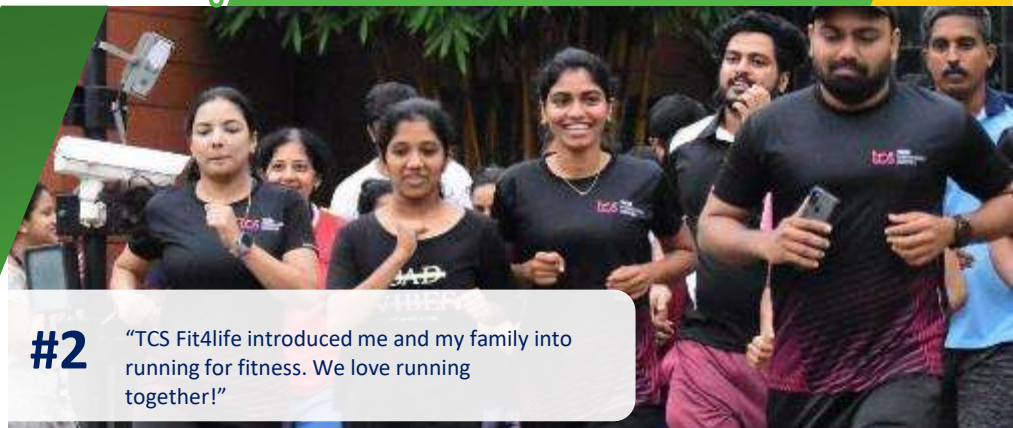
▲ Corporate Challenge & Roadshows - Chennai, Hyderabad, Delhi covering 340 Companies with 8.5K participants (50% TCSers)

▲ Striders Regular Stretching - 270K Associates over 10K Sessions



#1

TCS Fit4life helps you in getting your daily dose of exercise and helps to destress from your regular work.



#2

"TCS Fit4life introduced me and my family into running for fitness. We love running together!"

TCS Yoga – Being Happy and Mindful at Work

157K

Total Participations

45000

Unique Participants

111K

Yoga Hours

2000

Yoga Sessions

374

Associates Certified

28% Rise

FY23 = 87K+



▲ 3 International publications on Surya Namaskar, Weight Loss, and Approach towards Life.

▲ Paper presentation on comparative analysis between Yoga and Gym exercises at National Yoga Conference

#1

"I can see drastic change in my Blood Pressure and Cholesterol. I can maintain my BP to almost normal now"

#2

"Cured acute PCOD, Acidity, Sleeplessness and Thyroid issues by attending Sun Salutation Program"

TCS Cares - Nurturing a Culture of Care and Empathy

24K

Availed counselling sessions

29K

Emotional Wellbeing leaves

215

Lives Saved

54% Increase

India Counselling

7K+

Mid-level managers participated in Psychological Safe Workplace programs



Associates engaged through 280+ Webinars

260+

HR & Manager referrals

40K+

21K+

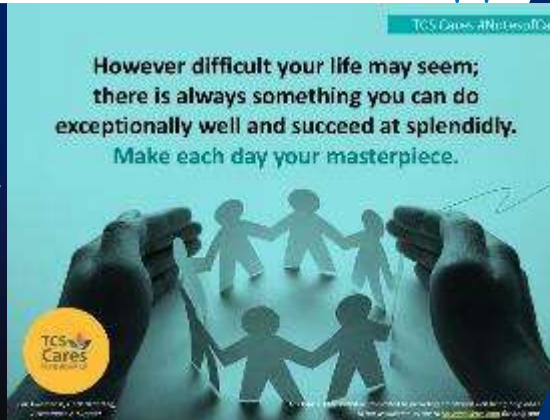
Cares WBT completed in 7 languages

Senior leaders sensitized through the CARE for Leaders program.

1k+

#NotesofCare

A weekly series to help associates find the best possible qualities of humanity that reside within all of us. Over 160 Notes of Care shared with 600K+ associates globally since 2022.



It is always lovely to begin every Tuesday, as I patiently wait for the #NotesofCare.

The message allows me to think deep within myself, sometimes reinforces the values I carry through, sometimes motivates to take life with pinch of salt and proceed in a newer direction, and I also share it with my family."

Enabling Welfare and Wellness at Workplace

1500K

Lives Covered by Health Insurance Scheme

95%

Cashless Hospitalizations approvals in 1.5 hrs

233K

Domiciliary Claims

2044

Emergency Responses at workplace within 20 min SLA

287K+

Occupational Health Center visits

180+

Associates Supported beyond Health Insurance



#1

"Fear of getting health issue is bigger than the health issue itself. Cannot thank TCS enough for arranging the preventive health care camp at work itself! It saved us time and also freed us from the fear of sitting on a time bomb. Very smooth and comfortable process"

#2

"The overall experience was simply amazing - co-ordination of health check-up activities at the hospital, timely updates, the staff at the hospital and also the Medi-assist online portal/-staff. It was very smooth and hats off to everyone who supported me throughout this experience."

Preventive Health Screening

Sep '23

Launched sponsored wellness packages for <40 associates

Dec '23

Launched super premium health packages for senior associates

FY '24

- **125K associates (less than 40 years)** availed health checks
- **500+ senior associates** availed health checks
- **19K associates (above 40 years)** availed preventive health checks



TCS Maitree - Enhancing Spirit of #OneTCS

4416

Events -Cultural events, Club Activities, Family Day, Summer Camp and more

~300K

Associates & Family participated in Family day and Summer Camp

2000K+

Total participation across the globe

374

3750 associates participated in sports with **60% wins**

409K

Unique Participants covered across the events conducted



#1

“The Summer camp organized by our dear TCS Mumbai Maitree team was a fantastic experience for my kid. The event was very well thought, carefully crafted, and well executed. It was a joy to see the cheer and joy in our kids’ eyes.”

#2

“The Ponnonam '23 organized by the TCS Maitree was truly exceptional, featuring a diverse range of well-executed events that beautifully captured the essence of Onam and fostered a sense of community and appreciation among all participants”



Family Day & TCS Maitree Clubs- Fostering Stronger Bonds

Maitree Family Day Fiesta was an opportunity for TCSers to bring their family members to TCS offices - to show the facilities available, appreciate and connect with TCS as a caring organization.

15

Locations

99797

Associates

188828

Families

288625

Total Participation

#1

I just want to give you and your team a big thanks for organizing such an unprecedented event called Family fiesta 2023 on behalf of TCS Maitree. This was a much-awaited program in TCS after the pandemic. The event was organized exceptionally well, not only for the employees but also for their family members and children, it was a gala time. So once again thanks a lot to you and your team for the immense effort to organize the event.



Maitree Clubs

Dance | Music | Toastmasters | Sports |
Adventure | Ecology | Photography |
Bibliophile | Theatre | Language | Arts |
Food | Quiz | Cycling

TCS ESHS- Ergonomics Campaign

With the nature of work for IT professionals, ergonomics plays a vital part in the wellbeing of our associates

62,213 associates engaged

TCS MOVE YOUR SPINE



Ergonomics Campaign, Nov-Dec 2023

Participation Numbers

~40000 Ergo stretches and activities

4825 Online games and activities

4870 Classroom training sessions

12,195 Eye checkup camps

4299 Contract Staff engaged



Eye and Neck exercise reminder screen pop-ups

Empowering Our Communities-HOPE



350K+ hours
281K+ volunteers

280K+ KG of dry groceries donated to the needy in orphanages.



22K+ hours
13K+ volunteers

40K+ lives impacted through various initiatives: Blood donation, Health camps & Awareness sessions



247K+ hours
136K+ volunteers

99K+ lives impacted through various education initiatives, book and stationery donation drives



3.5M+ hours
3.1M+ volunteers

3.5M+ KG of CO2 emissions saved from entering our atmosphere



708K+ hours
364K+ volunteers

562K+ lives impacted making the world a kinder place for all living creatures



143K

Unique Volunteers

6.7M

Achieved HOPE Hours

5.4M

Lives Impacted

187K

NGOs Partnership

Awards and Recognitions

- **Wellbeing Awards for Workplaces (WAWE 2023)**

as "Wellbeing Champion 2023" for the exceptional commitment

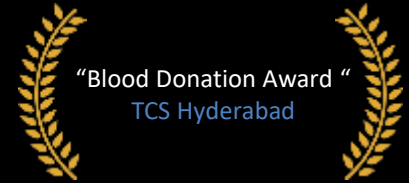
- **2nd position at Global Healthy Workplace Awards**

- **Winner of the Buddies of Wellness recognition initiative**

at the People Matters Total Rewards and Wellbeing Conference (TRWC) 2023



Awards & Accolades



KPMG India ESG Excellence Award '23 in the Environment category



National Award for Excellence in Energy Management
TCS Adibatla



Excellence & Innovation Awards 2023.
TCS Banyan Park Mumbai



Odisha State Energy Conservation Award
TCS Kalinga Park



Winner of International Silver 'Green Apple 2023 Environment Award' (UK)



British Safety Council's International Safety Award 2023 with Pass grade.
TCS Delivery Centre- Trivandrum



British Safety Council's International Safety Awards 2023 with Merit grade
TCS Olympus A Thane



TCS Hyderabad won the First position under Environmental Protection initiatives by 'The Hyderabad Software'



In a free enterprise, the community is not just another stakeholder in business but is in fact the very purpose of its existence.



JN Tata | 1839-1904

80.4 % Wellbeing PULSE
Satisfaction Index

TCS Values



Thank You